

TGM witness

February 2004

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Quarterly Newsletter issued by the Tennessee Government Management Institute Alumni

2004 Election Results

After a second election to break the tie for Vice Chairman, the results of the Steering Committee elections are as follows: for Vice-Chair, you have elected Chuck Holland and for the At-Large Member you have elected Carolyn Wilson.

I also want to thank David Peak and Pete Napatalung for their help coordinating this year's election. They did a great job keeping us on schedule and they didn't hesitate a minute continue their commitment to the committee when the second election was needed.

Please see the column to the right for your 2004 Steering Committee Members.

Thank you.

Kathy Hartman

2004 TGMI Steering Committee



Chairperson

Donna Duarte

Vice-Chairperson

Chuck Holland

Past Chairperson

Kathy Hartman

Class of 2002

Teresa Bullington

Mike Travis

Class of 2003

Julie Perrey

Marty Toth

At-Large

Carolyn Wilson

Ex-Officio

Cindy Saladin

Newsletter Editor

Chuck Holland

Graphic Designer

Michelle Jackson

Holiday Breakfast

Thursday, December 11, 2003 was a big day in the history of TGMI, we had our first Holiday Event. Greg Duncan chaired the Holiday Breakfast along with committee members Sue Bibb, Rick Brown, Debbie Reeves, Cindy Saladin, Mike Travis, and Beth Williams. Approximately 60 TGMIs were able to attend the Breakfast which was held at Ellington Agricultural Center. The charity project was Second Harvest Food Bank and we collected approximately 150 pounds of food for them.

Don King (TGMI 2003) and his colleagues provided musical entertainment, including the memorable 'Road Kill Song'. Pamela Marshall was the Keynote speaker and spoke on "Moving, Yet Standing Still". Deputy Commissioner Nat Johnson spoke about the TGI Endowment Fund and future of the Government Institutes.

After a small business meeting was conducted, the gavel was passed to the incoming Chairperson of the Steering Committee and a plaque of recognition was given to outgoing Chairperson, Kathy Hartman.



BROWN BAG AT TEMA
LOOK FOR MORE DETAILS
IN THE SPRING

2003 Holiday Breakfast Pictures





TGI Fall Conference

It was a sunny fall day at the Metropolitan Nashville Public Library when the Alumni Groups of TGEI and TGMI met for 2003 Fall Conference. Speakers from the Bredesen Administration met with us to discuss "Leadership Through Cooperation and Coordination". The Speakers included Commissioner Randy Camp – Department of Personnel, Director Larry Wallace – Tennessee Bureau of Investigation, Commissioner Ken Givens – Department of Agriculture, Tom Ballard – Vice President of the University of Tennessee, Commissioner Dave Goetz

– Department of Finance and Administration, Deputy Commissioner Ed Jones – Department of General Services, and Commissioner Dr. Kenneth Robinson – Department of Health.

A continental breakfast kicked off meeting, greeting, and renewing old acquaintances. After that, Commissioner Camp gave an inspirational opening, touching on the loss of his father during his final week of TGEI and the comfort he received from his TGEI class. Next was a lifetime of service speech from Director Wallace, who coincidentally was retiring from the TBI at the end of October. Commissioner Givens gave us an interesting insight on his career changes during his lifetime. Then Vice President Ballard spoke on leadership challenges from a University perspective.

Lunch was unstructured and many classes took the opportunity to meet as a group. The weather was perfect for outdoor entertaining. Back inside Commissioner Goetz gave an insightful keynote speech on Leadership. Next was Deputy Commissioner Jones who filled in for under the weather Commissioner Gwendolyn Davis. Commissioner Jones shared with us his experiences being not only a State Government employee, but the child of one. Finally we were addressed by Commissioner Dr. Robinson who not only spoke, but preached a fine sermon on the importance of timing in leadership. (See additional article on Dr. Robinson's Top Ten.)

Representatives from TGMI that served on the Fall Conference Committee were Chuck Holland, Sondra Howe, Debbie Keith, Cindy Saladin, and Co-Chair Carolyn Wilson. Carolyn believes our experience with this Conference was great. She thought our representatives could not have been better. She commented that "TGMI provided big time volunteers and big time workers". She felt it was a great opportunity for us to learn and get experience on hosting a conference.

Overall, Alumni response to the Conference was good. Cindy Saladin noted all the evaluations were positive and the choice of the Downtown Library was deemed great. Fall Conference was a good time to network between and among classes. It was also a wonderful opportunity to put names from the Administration with a face. TGMIs now have a good idea of individual Agency goals from these Leaders.



Kathy's Comments

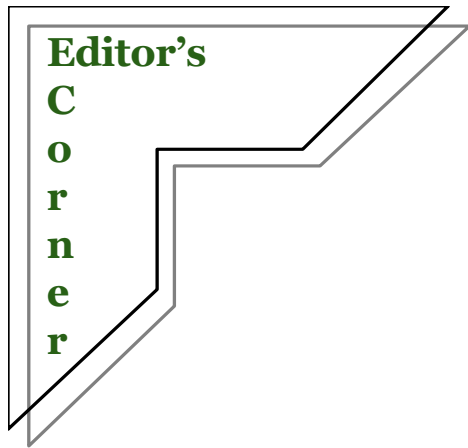
It's a couple of days before the Holiday Breakfast and I am writing thank you notes and reflecting on the year. First, I am amazed as I count up the number of notes I have to write – 32! That means that 32 different folks took time out of their busy workdays to help TGMI participate in or sponsor eight different alumni activities. That's pretty cool. I am hopeful that each of these committee members felt enriched by the work that they did and the people that they met. What were the eight activities? We had two brown bags, a website, orientation for the new class, a newsletter, fall conference, an election, and our first very own Holiday Breakfast. This year we have grown by leaps and bounds, and I am so proud and thankful for the work of everyone who helped.

I also want to give kudos to the Steering Committee. While serving is not the most important thing that comes along in our workday, the eight people who worked this year were there when TGMI needed them. Not everyone could come to every meeting, but every meeting was productive and focused on bettering the alumni organization. In my opinion, we did that, and I am so thankful to those who worked so hard.

Now, our challenge is to keep the momentum! Next year's committees will have lots of work to do and challenges to overcome. You are so fortunate to have a motivated and dedicated leader in Donna, and the Steering Committee is full of great leaders and supporters too. Please answer the call if you are needed to help – I promise you won't regret it. Anytime you work with one of your fellow alumni, you'll be enriched by their knowledge and friendship.

Thanks for a wonderful year.

Kathy



Well, it's my last newsletter and I want to wish Chuck Holland much success next year. He has very small shoes to fill. I know he and his capable reporters along with Michelle will do a wonderful job next year.

I'm not going to spend this last column reflecting, I did that last time. I'm going to spend it promoting, proposing and generally dreaming about TGMI. When I sat in Orientation on that rainy gray day in February, I was not sure about TGMI. I was 'kinda' scared of that 2000 Class. They seemed

foreign to me. They knew more about State Government than I did. They were really positive about State Employees. Those folks cared about each other. But since then, boy, have my eyes opened. Those foreign people from the 2000 Class seem much more comfortable to me. (But I still have my doubts about that Class of 2002!) I know much more about State Government and the people that make it work. And I really care about TGMI and our 121 Alumni members, although my 29 Best Friends in the 2001 Class are still my favorite. TGMI has so much positive energy and the ability to impact others. We can impact those that we supervise and those that we work for, but who else. Can we network with each other to solve real issues in State Government? Can we create a 'think-tank' to address common management problems?

The Christmas Breakfast was wonderful and we had so many bags of food for Second Harvest. Thank you so much for sharing with those less fortunate. I knew that food drive would be successful because when you look at the resumes of TGMI Alumni the common thread is the 'outside' activities in which we participate. We are managers, family members, and Alumni, but we are also volunteers (and I don't mean UT). We share ourselves with many groups. Is there a way that TGMI can sponsor a Community Service project that touches all of Tennessee, not just Nashville? Is there an audience that could use our skills, the ones we honed at TGMI and use daily in our workplace? Can we individually afford one more volunteer effort?

I leave this last column with a lot of questions. I don't know what the answers will be. I can tell you that this past year has been so rewarding. I have asked so many of you to help and you said yes. I can tell you that the Steering Committee and the Alumni group are full of talented people. I look forward to working with each of you next year. And maybe together we will get some of these questions answered.

Adjust the sail!

Donna

2000 Class Notes

Gary Tullock was elected President of the Tennessee Correctional Association 2003-04. TCA is a professional association for people in the correctional field. As District Director of the Board of Probation and Parole, Gary has begun a Community Resource Center at the Probation and Parole Office in Knoxville. They are offering classes in Financial Management, Parenting, Basic Computer Usage, Alcohol and Drug Treatment and women's Issues. They are preparing a curriculum for Anger Management and Thinking For A Change and are working with the National Homebuilder's Institute to develop a program called Project Craft in which offenders 18-26 can be hired by local homebuilders and taught the building trades. The program offers basic skills and also offers financial assistance in obtaining tools and clothing for working. Their plans also include establishing a basic adult education program in their building as well. When the programs are fully implemented, they will accept not only offenders but anyone from the community into the classes. By doing this, they hope to be a positive force for the entire neighborhood. They are doing all of this with no state money. All instructors are volunteers. Gary's new program has already had some really good press coverage and the graduation

Nancy Patterson says Hello! and hopes everyone is doing well. Nancy had her second child, Kiara Jean Patterson on November 1st! She weighed 7 lb 14 oz and was 19 inches long. Attached is a picture of Kiara with her five year old Rhys, who is learning to be big brother! Nancy's husband Marty was allowed to take two weeks leave to come home for the birth. He is back in Iraq now where he has been deployed since last Spring 2003 and he should come home permanently next summer. Nancy is still on maternity leave and will return to work in March 2004.



2001 Class Notes

Susie Tucker was promoted to Director of the Classification and Compensation Division of the Department of Personnel effective January 1, 2004. Yeah Susie!!!

2003

Class Notes

Stan Powell was recently selected to Direct the Human Resources Division of the Tennessee Wildlife Resources Agency. Stan assumed his new position on October 6, 2003. He can be reached by phone at 615 781 6594 or by mail at Stan Powell, Director of Human Resources, Tennessee Wildlife Resources Agency, P.O. Box 40747, Nashville, Tennessee, 37204.

Julie Perrey has been promoted to Director of Workforce Development with Tricor. (Check out the "Spotlight" article featuring Julie in this issue.)

Gordon Smead has recently undergone extensive heart related tests. I caught up with Gordon at our recent Christmas breakfast. He looked great and assured me that the doctors have given him a clean bill of health.

Beth Pendergrass taught a one day training class for the Mississippi State Auditor's Office on December 3. The training topic was "Paperless Auditing." It's great to know that Tennessee is on the cutting edge of new technologies and that other states are consulting our expertise. Way to go, Beth!

Spotlight Articles

New Steering Committee Members: “At-Large Member” Carolyn Wilson



Carolyn Wilson is the newest Member-at-Large of the Steering Committee and this year's Steering Committee Secretary. Carolyn is anticipating a busy year with TGM but no one is better prepared for it. With more than 25 years of service with the State, Carolyn spends time as a Red Cross Volunteer and with the

Riverwood Neighborhood Alliance. Carolyn handled last year's TGI Fall Conference with style and grace. She is the right person for the challenge.

Born in Athens, Carolyn attended the University of Tennessee (Knoxville, of course) and now serves as a Personnel Manager for Tennessee Wildlife Resources Agency. She attended TGM in 2000 and feels that serving as Member-at-Large is one way of giving back for her experience. She remembers that

attending TGM allowed her to meet new friends and enjoy having her management opinions valued. She is well suited to achieve her professional goal of being a Human Resource Director in an Agency.

When not cheering on the Lady Vols or the Titans, Carolyn spends time with friends and loves to make mosaics and stained glass. Carolyn has one son and a granddaughter – 7 years old.

By: Donna Duarte

Spotlight Articles

New Steering Committee Members: "2002 Representative" Teresa Bullington

By: Melvin Jones, Jr.

Nicknamed "Tita," as a child, Teresa Bullington, Steering Committee Member and TGMI Class of 2002, is now the Director of the Benefit Review Program in the Department of Labor and Workforce Development's Workers' Compensation Division. Her group's responsibility is to employ Alternative Dispute Resolution techniques, such as mediation, to resolve problems with private industry worker compensation claims. Teresa coordinates six area offices statewide, and oversees approximately 40 people.



In her 11 years with the state, Teresa has become a valued member of the staff at Labor and Workforce development and very much appreciated member of TGMI and the class of 2002. Hailing from small-town America, Tipp City, Ohio, Teresa has a B.A. degree from Wellesley College and her J.D. from the University of Virginia School of Law. That girl's got smarts!

Teresa is accompanied in life by her husband Clayton (a Geologist for TDEC), daughter Kaitiy (19) and son Alan (7). She also has a lovely granddaughter, CiCi, now one year old. Teresa is a sports fan, who reads the Sports Section of the paper first, and loves watching from the bleachers or the easy chair in her home in Hermitage, with her family. Social activities vary, but she is always a bright spot wherever she

goes. Teresa is a mean dancer and has moves that impressed all her 2002 classmates.

Teresa says that "From TGMI, I gained a better understanding of how I fit into state government." Teresa has been and continues to be a go getter, who "says what she means and means what she says." Her division and the state benefit from her commitment to task and to the citizens of Tennessee. After experiencing TGMI, she appreciates her co-workers more and shows them that appreciation more as well. The changes in her have "resulted in greater loyalty and commitment from them, which makes all of us work together better as a team."

I am proud to be Teresa Bullington's classmate. She is committed to TGMI, the values embodied in the program, and to her class and all TGMI alumni. Teresa advises future TGMI classes, "Don't let the closeness of the TGMI experience slip away as time goes on; cherish and nurture the relationships." And that is Teresa....

Spotlight Articles

New Steering Committee Members: “2003 Representative” Julie Perrey



“It meant so much to me to be selected as the Steering Committee representative for the TGMI class of 2003,” Julie confided as we spoke on the phone. It was evident to me the confidence shown by her peers in selecting her to represent our class on this committee touched her deeply.

As we continued our conversation, I was pleased to learn of her recent promotion within her department. Julie is now Director of Workforce Development for TRICOR. (Tennessee Rehabilitative Initiative in Correction) Previously, she held TRICOR’s Director of Personnel title. Before I could ask, Julie enthusiastically began telling me about how important this promotion was to her. Her excitement wasn’t generated by a raise in salary or higher standing at TRICOR,

it was genuine exhilaration about the potential she saw in affecting positive change in the lives of Tennesseans.

As Julie explained to me, Workforce Development is designed to be a life-changing program that counsels, trains and places former inmates into meaningful, stable employment.

“TGMI came along at just the right time in my life,” Julie continued. “I’ll be using Dr. Alex Miller’s principles of innovation and change as we look for new and meaningful ways to implement these programs.” Julie also shared that Dr. Gardial’s positive approach to customer service will be especially useful.

When asked about her overall impression of her TGMI experience, Julie uses one word, “Confidence.” “I was given a unique opportunity to learn, grow and network with peers in State Government. The increased

confidence I feel after TGMI is hard to explain.” It’s a renewed quiet strength I sense in Julie’s demeanor.

As I consider the potential impact her direction of this new program will have on families, mothers, fathers, children and Tennesseans in general, I have confidence that Julie Perrey is the right person for this unique opportunity.

Julie and her husband of nineteen years, Ralph, reside in Bellevue with their two daughters, Katherine (Katey, 14) Kirsten (10), and two cats, Lucy and Ethel. She is a self-described “soccer mom” with both daughters playing on travel teams.

Julie is a Girl Scout Co-leader, attends St. Matthew Catholic Church in Franklin and volunteers her time regularly to help organize events associated with scouts, church and soccer.

She completed her BA Degree in Management and Human Relations at Trevecca Nazarene University in May of 2002. She has nine years of State service.

by: Don King

Better Coordination and Cooperation

Summary of:
Commissioner Ken Givens
Department of Agriculture
Presentation at TGI Fall Conference

At the TGI fall conference, Commissioner Givens gave at least seven points for us to remember to have better coordination and cooperation.

- ♦ Put others first.
- ♦ Leave your bias at home.
- ♦ Play to win, don't settle for 2nd best. Reach out.
- ♦ Embrace the notion that you're not always the lead dog.
- ♦ Be honest, don't be afraid to tell the truth, be credible, and trustworthy.
- ♦ When leading multi-departmental activities, rise above the previous organizational perspective.
- ♦ When presented with a challenge that could end your partnership, figure out a way to make it happen.